

GENDER PAY GAP REPORT

ABOUT THIS REPORT

This report includes figures required for Gender Pay Reporting under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

The report takes as its data set a snapshot of one week's pay in April 2025.



Unite's mean gender pay gap is:

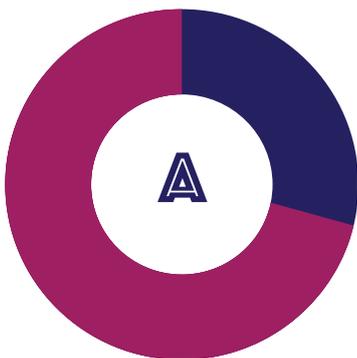
Unite's median gender pay gap is:

16.13%

26.16%

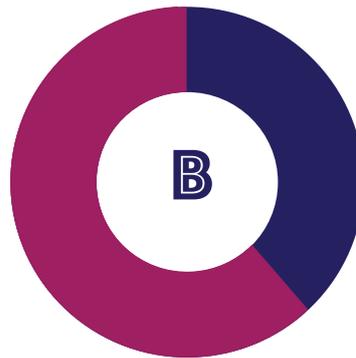
PAY DISTRIBUTION PER QUARTILE

PAY QUARTILE



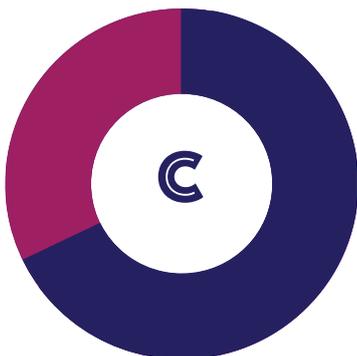
FEMALES 72.69%
MALES 27.31%

Includes all employees whose standard hourly rate places them in the lower quartile



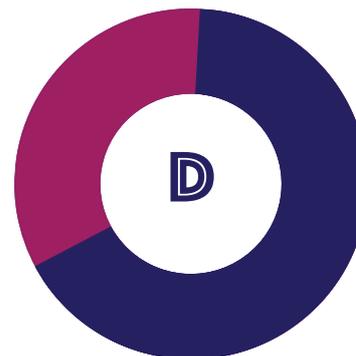
FEMALES 62.59%
MALES 37.41%

Includes all employees whose standard hourly rate places them in the lower middle quartile



FEMALES 31.37%
MALES 68.63%

Includes all employees whose standard hourly rate places them in the upper middle quartile



FEMALES 33.33%
MALES 66.67%

Includes all employees whose standard hourly rate places them in the upper quartile

I, Sarah Carpenter, Executive Head of Operations at Unite, confirm that the information contained within this report is accurate.